

DRAFT

MEMORANDUM FOR: Director of Personnel
SUBJECT : Promotion Policy
REFERENCE : Your Memorandum of 29 May 1963

1. I appreciate your explanations as given in reference, and look forward to the study referred to in paragraph 4 thereof.
2. Certainly I agree that a person who is promoted from GS-7 to GS-8 in one year, then to GS-9 in the next, is financially better off than the person promoted directly from GS-7 to GS-9 after two years. The problem as posed, however, concerned the claimed policy ~~that~~ ~~as~~ other Government agencies ~~are~~ promoting ~~from~~ GS-7 to GS-9 after one year in grade.
3. The OCR Survey reveals that the Agency's field recruiters often make the statement that the Agency's promotion policies are "the same as other agencies and in conformity with standard Civil Service practice." Your memorandum would indicate that such is not the case. Undoubtedly we have other good selling points in our recruiting program, and do not have to rely upon speed of promotion alone to gain the high caliber of personnel we need.
4. I recommend that you inform all field recruiters of the Agency policy on promotions, which requires transition through grades 8 and 10, and that they be instructed not to state that our promotion policy is as fast or faster than those of other government agencies.

~~SECRET~~

J. S. Earman
Inspector General

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